

Compensation Status Update from the Attorney General's Office (AGO) for EOCJ Committee

June 13, 2022

1. Recruitment and Retainment Update

The AGO's ability to attract and retain attorneys is at a crisis point in some divisions. Twenty-five attorneys have left the office just since January and there are currently 22 unfilled attorney positions. For each job posting, there are usually fewer than five applicants and sometimes there is only one applicant. It often requires a second or third posting of the job announcement to find a qualified applicant who will accept the salary we can offer. The chart below shows attorney job openings during FY2022. Applicant numbers greater than five usually indicates that there was more than one posting. Sometimes there have been no applicants after the first posting, including for attorney positions in Medicaid Fraud, Internet Crimes Against Children, and Child Protection; and we've had only one to three applicants for positions in Criminal Appeals, Tax, Health & Human Services, and Highways & Utilities. When attorneys have left our office to take comparable positions at other state agencies or universities, they have received a significant pay increase.

2. Implementation Plans

The AGO was appropriated \$750,000 from the General Fund (GF) for compensation increases for law enforcement officers. It will be distributed as a standard percentage salary increase for each AG law enforcement officer.

The AGO was appropriated \$860,000 from the GF for attorneys and non-law enforcement staff. It will be distributed as an across the board increase of \$1.57 for each employee in this category.

The AGO was appropriated \$393,500 from the GF for performance-based discretionary and targeted salary increases to employees in positions most significantly below market. This will be determined upon completion of salary survey to be conducted in coordination with GOPB of salaries for similar positions at state agencies, universities, and other public law offices. The funding will be distributed to those employees in positions most significantly below market.

Job Title	Job Posted	Applicants
Assistant Attorney General (up to Grade II) - Antitrust Section	10/4/2021	4
Assistant Attorney General (up to Grade IV) - Antitrust Section	10/4/2021	3
Assistant Attorney General - Antitrust	3/1/2022	10
Assistant Attorney General - Child Protection - Manti	11/12/2021	4
Assistant Attorney General - Child Protection - Provo	12/20/2021	10
Assistant Attorney General - Child Protection - Richfield or Manti	2/28/2022	5
Assistant Attorney General - Child Protection - Salt Lake	9/2/2021	8
Assistant Attorney General - Civil Rights	11/29/2021	8
Assistant Attorney General - Constitutional Defense and Special Litigation	5/24/2022	9
Assistant Attorney General - Consumer Protection	12/2/2021	6
Assistant Attorney General - Consumer Protection	10/12/2021	10

Assistant Attorney General - Criminal Appeals - Post Conviction	6/1/2022	2
Assistant Attorney General - Education (USBE)	5/10/2022	2
Assistant Attorney General - Education (USU)	6/9/2022	11
Assistant Attorney General - Education - Snow College	8/20/2021	6
Assistant Attorney General - Employment	4/5/2022	7
Assistant Attorney General - Environment	7/12/2021	13
Assistant Attorney General - Environment	1/27/2022	9
Assistant Attorney General - Family Justice - Criminal Nonsupport	2/22/2022	2
Assistant Attorney General - Family Justice - Criminal Nonsupport	4/14/2022	4
Assistant Attorney General - Financial Services	2/7/2022	4
Assistant Attorney General - Health	2/14/2022	4
Assistant Attorney General - Health	9/16/2021	11
Assistant Attorney General - Highways & Utilities	11/12/2021	6
Assistant Attorney General - Highways & Utilities	12/3/2021	4
Assistant Attorney General - Highways & Utilities	7/7/2021	8
Assistant Attorney General - Highways & Utilities - Public Utilities	2/16/2022	4
Assistant Attorney General - Human Services	5/13/2022	3
Assistant Attorney General - Justice - Internet Crimes Against Children	5/2/2022	8
Assistant Attorney General - Justice - Internet Crimes Against Children	9/22/2021	2
Assistant Attorney General - Justice - SECURE	4/12/2022	1
Assistant Attorney General - Litigation - Civil Rights	5/13/2022	5
Assistant Attorney General - Medicaid Fraud Control Unit	5/19/2022	2
Assistant Attorney General - Medicaid Fraud Control Unit	12/14/2021	7
Assistant Attorney General - Mortgage and Financial Fraud	11/29/2021	5
Assistant Attorney General - Oil, Gas, and Mining	4/14/2022	13
Assistant Attorney General - Public Lands	6/9/2022	8
Assistant Attorney General - Public Lands	10/7/2021	12
Assistant Attorney General - Public Utilities	6/2/2022	3
Assistant Attorney General - Special Prosecutions	10/4/2021	5
Assistant Attorney General - Special Prosecutions	8/19/2021	5
Assistant Attorney General - State Agency Counsel	7/12/2021	14
Assistant Attorney General - State Agency Counsel	2/16/2022	5
Assistant Attorney General - State Agency Counsel	5/2/2022	3
Assistant Attorney General - State Agency Counsel	3/29/2022	7
Assistant Attorney General - State Agency Counsel - Corrections	8/31/2021	6
Assistant Attorney General - Tax	2/7/2022	8
Assistant Attorney General - Tax	12/7/2021	1
Assistant Attorney General - Tort Litigation	4/29/2022	4
Assistant Attorney General - UDOT	4/27/2022	9
Assistant Attorney General - Utah State Board of Education	10/6/2021	22
Assistant Attorney General - Water Resources	9/8/2021	5
Assistant Attorney General - Water Rights	9/10/2021	7
Assistant Attorney General - Water Rights Adjudication	3/29/2022	7
Assistant Attorney General - White Collar and Commercial Enforcement	1/31/2022	7
Assistant Attorney General - White Collar and Commercial Enforcement	9/14/2021	14
Assistant Attorney General - Wildlife Resources	11/3/2021	14
Assistant Solicitor General - Criminal Appeals	12/3/2021	12
Assistant Solicitor General - Criminal Appeals	5/31/2022	4